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To: ["Direct to Mayor and Council - DL"](#)  
CC: ["City Manager's Correspondence Group - DL"](#)  
["Impey, Patrice" <Patrice.Impey@vancouver.ca>](mailto:Patrice.Impey@vancouver.ca)  
Date: 12/10/2020 11:51:46 AM  
Subject: Memo - 2021 Remuneration  
Attachments: FRS - Memo to Mayor and Council - 2021 remuneration.pdf

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Dear Mayor and Council,

The attached memo outlines the changes in 2021 remuneration and expense allowance for Mayor and Councillors. The annual adjustment to Councillors' salaries for 2021 is 0.3% representing the increase in the CPI for Vancouver for twelve months ended October 2020. Expense allowance is 10% of the annual salary.

Detailed amounts are relected in the attached memo.

Should you require any additional information, please contact me or Patrice Impey at 604-873-7610 or [patrice.impey@vancouver.ca](mailto:patrice.impey@vancouver.ca).

Best,  
Sadhu

**Sadhu Aufochs Johnston** | City Manager  
Office of the City Manager | City of Vancouver  
604.873.7627 | [sadhu.johnston@vancouver.ca](mailto:sadhu.johnston@vancouver.ca)

Pronouns: he, him, his



*The City of Vancouver acknowledges that it is situated on the unceded traditional territories of the Musqueam, Squamish, and Tsleil-Waututh peoples.*

VanRIMS No.: 01-9000-20

## MEMORANDUM

December 9, 2020

TO: Mayor and Council

CC: Sadhu Johnston, City Manager  
Paul Mochrie, Deputy City Manager  
Karen Levitt, Deputy City Manager  
Lynda Graves, Administration Services Manager, City Manager's Office  
Gail Pickard, Acting Civic Engagement and Communications Director  
Rosemary Hagiwara, Acting City Clerk  
Anita Zaenker, Chief of Staff, Mayor's Office  
Neil Monckton, Chief of Staff, Mayor's Office  
Alvin Singh, Communications Director, Mayor's Office  
Julia Aspinall, Director, Financial Services

FROM: Patrice Impey  
General Manager, Finance, Risk and Supply Chain Management

SUBJECT: 2021 Council Remuneration and Expenses

Dear Mayor and Council,

### PURPOSE

This memo outlines the changes in 2021 remuneration and expense allowance for Mayor and Councillors, in accordance with

- Amended Bylaw No. 11483 "*Mayor and Councillor Remuneration*" and
- Bylaw No. 11529 "*Mayor and Councillor Expenses*".

### BACKGROUND

On April 5, 2016, Bylaw No. 11483, "*Mayor and Councillor Remuneration*" was enacted to establish the base salaries for the Mayor, Deputy Mayor, Acting Mayor and Councillors. The Bylaw provided for annual adjustment to the Councillor salaries based on the change in the Consumer Price Index for Vancouver (All items) over the twelve months ending on October 31 of the previous year. The Mayor's salary is calculated at 2.02 times the Councillor salary. On June 14, 2016, Bylaw No. 11529 "*Mayor and Councillor Expenses*" was enacted to establish limits on the Mayor's and Councillors' annual expense allowance.

On May 12, 2020, Bylaw No. 11483, “*Mayor and Councillor Remuneration*” was amended to incorporate changes to the base salaries for the Mayor and the Councillors, resulting, also in changes to compensation relating to Deputy Mayor, Acting Mayor and Duty Councillor roles. The Bylaw provided for a reduction in Annual Salaries as a result of Council resolution to this effect.

On Nov 24, 2020, Bylaw No. 11483, “*Mayor and Councillor Remuneration*” was proposed for further amended to align the adjustment to the base salaries for the Mayor and the Councillors, as a result of Council resolution to this effect. **This proposed amendment was declined by the Council.**

Notwithstanding, the compensation changes for Mayor and Council during 2020, the 2021 compensation has been calculated in accordance with Section 4.1 of the Remuneration By Law number 11483, based upon the 2020 compensation set at the beginning of the year

## ANNUAL ADJUSTMENT

### Annual Salaries

The annual adjustment to Councillors’ salaries for 2021 is 0.3% representing the increase in the CPI for Vancouver for twelve months ended October 2020. The adjusted salaries for Mayor and Council are as follows:

	2021	2020 (Amended in May 2020)	2020 (Set at the beginning of the year)	2019
Mayor	\$178,800.41	\$165,971.43	\$178,265.61	\$174,257.68
Councillor	\$88,515.05	\$82,164.08	\$88,250.30	\$86,266.18

### Annual Expense Allowance

Bylaw No. 11529 establishes an annual expense allowance for Mayor and Councillors equivalent to 10% of their annual remuneration to cover all local expenses.

The 2021 annual expense allowance for the Mayor is \$17,880.04 (\$17,826.56 set at the beginning of 2020). In addition the Mayor may either receive a monthly transportation allowance of \$600.00 or be provided with a vehicle.

The amended 2021 annual expense allowance for Councillors is \$8,851.51<sup>1</sup> (\$8,825.03<sup>1</sup> set at the beginning of 2020). Councillors have two options for expense reimbursement:

1. Claim all eligible expenses, including transportation expenses, supported by receipts, or

2. Receive an annual transportation allowance equivalent to 60% of total annual expense allowance ( $\$8,851.51 \times 60\% = \$5,310.90$ ), ( $\$8,825.03 \times 60\% = \$5,295.02$  set at the beginning of 2020). The balance of the annual expense allowance  $\$3,540.60$  ( $\$3,530.01$  set at the beginning of 2020) is available for other expenses and receipts must be submitted to support these claims. Receipts are not required for the transportation allowance, which will be included as a taxable benefit for income tax purposes.

**Note<sup>1</sup>:** Base Salary only. Incremental Expense Allowance also accrues on Earnings as Deputy Mayor, Duty Councillor, Acting Mayor and Benefit Supplement, etc.

### **IMPACT ON 2021 OPERATING BUDGET**

The above adjustments in base salaries and expense allowance for the Mayor and Councillors, are included in the 2021 Operating Budget.

If you require additional information, please contact me at 604-873-7610.

Sincerely,



Patrice Impey  
General Manager, Finance, Risk and Supply Chain Management  
604.873.7610 | [patrice.impey@vancouver.ca](mailto:patrice.impey@vancouver.ca)

<b>MAYOR'S &amp; COUNCILLORS' SALARIES: ANNUAL ADJUSTMENT</b>							
Effective Jan 1, 2021							
		Eff Jan 2021	Eff May 2020	Eff Jan 2020			
<b>MAYOR</b>		<b>2021</b>	<b>2020 Amended_1</b>	<b>2020</b>	<b>2019</b>	<b>\$ Change (Annualized)</b>	<b>% Change</b>
Annual Salary	\$	178,800.41	\$ 165,971.43	\$ 178,265.61	\$ 174,257.68	\$ 534.80	0.30%
Bi-Weekly Salary	\$	6,853.48	\$ 6,361.74	\$ 6,832.98	\$ 6,679.35	\$ 20.50	
						\$ -	
Annual Benefits Supplement	\$	3,048.00	\$ 3,048.00	\$ 3,048.00	\$ 3,048.00	\$ -	
Bi-Weekly Benefits Supplement	\$	116.83	\$ 116.83	\$ 116.83	\$ 116.83	\$ -	
						\$ -	
Annual Expense allowance	\$	17,880.04	\$ 16,597.14	\$ 17,826.56	\$ 17,425.77	\$ 53.48	0.30%
Transportation allowance	\$	7,200.00	\$ 7,200.00	\$ 7,200.00	\$ 7,200.00	\$ -	
<b>COUNCILLORS</b>							
Annual Salary	\$	88,515.05	\$ 82,164.08	\$ 88,250.30	\$ 86,266.18	\$ 264.75	0.30%
Bi-Weekly Salary	\$	3,392.81	\$ 3,149.38	\$ 3,382.66	\$ 3,306.61	\$ 10.15	
Annual Expense allowance	\$	8,851.51	\$ 8,216.41	\$ 8,825.03	\$ 8,626.62	\$ 26.48	
OR							
Annual Transportation Allowance	\$	5,310.90	\$ 4,929.84	\$ 5,295.02	\$ 5,175.97	\$ 15.89	
<b>Balance of Annual Expense Allowance</b>	<b>\$</b>	<b>3,540.60</b>	<b>\$ 3,286.56</b>	<b>\$ 3,530.01</b>	<b>\$ 3,450.65</b>	<b>\$ 10.59</b>	
Annual Benefits Supplement	\$	3,048.00	\$ 3,048.00	\$ 3,048.00	\$ 3,048.00	\$ -	
Bi-Weekly Benefits Supplement	\$	116.83	\$ 116.83	\$ 116.83	\$ 116.83	\$ -	
Incremental expense allowance	\$	304.80	\$ 304.80	\$ 304.80	\$ 304.80	\$ -	
<b>DEPUTY MAYOR</b>							
Monthly Salary	\$	3,278.01	\$ 3,042.81	\$ 3,268.20	\$ 3,194.72	\$ 9.80	0.30%
Incremental expense allowance	\$	327.80	\$ 304.28	\$ 326.82	\$ 319.47	\$ 0.98	
<b>DUTY COUNCILOR</b>							
Monthly Salary	\$	3,278.01	\$ 3,042.81	\$ 3,268.20	\$ 3,194.72	\$ 9.80	0.30%
Incremental expense allowance	\$	327.80	\$ 304.28	\$ 326.82	\$ 319.47	\$ 0.98	
<b>ACTING MAYOR</b>							
Monthly Salary	\$	1,192.00	\$ 1,106.48	\$ 1,188.44	\$ 1,161.72	\$ 3.57	
Incremental expense allowance	\$	119.20	\$ 110.65	\$ 118.84	\$ 116.17	\$ 0.36	0.30%